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LITTELFUSE, INC.
COMPENSATION COMMITTEE CHARTER

PURPOSE

Except to the extent that the Board of Directors (the "Board of Directors" or the "Board") of Littelfuse, Inc. (the "Company") may otherwise specifically delegate authority to another committee of the Board of Directors or reserve authority for itself, the Compensation Committee (the "Compensation Committee") of the Board of Directors determines and reviews the Company's Executive Officer compensation practices and policies, reviews and recommends to the Board of Directors for its consideration and determination the compensation for the Company's Chief Executive Officer (the "Chief Executive Officer") and the Company's other Executive Officers, reviews and approves corporate goals and objectives relevant to Executive Officer compensation, annually reviews and evaluates Chief Executive Officer performance, and annually reviews and reports on the Company's Compensation Discussion and Analysis disclosure (the "CD&A") and recommends its inclusion in the Company's proxy statement and Annual Report on Form 10-K. For purposes of this Compensation Committee Charter (the "Charter"), the term "Executive Officers" means the Company's Chief Executive Officer and the Company's other Section 16 "officers" (as defined for purposes of Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended (the "Exchange Act")).

MEMBERSHIP

The Compensation Committee shall consist of at least two members of the Board of Directors appointed from time to time by the Board of Directors. The Board of Directors may designate one of such members as the Chairman of the Compensation Committee. Each member of the Compensation Committee (i) shall be "independent," as such term is defined under the applicable federal securities laws, rules and regulations and the rules and regulations of any national securities exchange upon which the Company's common stock is listed, and (ii) shall be a "Non-Employee-Director" as defined in Rule 16b-3 under the Securities Exchange Act of 1934.

In addition to the above, neither of the following persons is eligible for membership on the Compensation Committee:

- a member of the Board of Directors (a "Director") who, directly or indirectly, receives any consulting, advisory or other compensatory fee from the Company or any subsidiary of the Company, other than (i) fees received as a member of the Compensation Committee, the Board or any other Board committee; or (ii) the receipt of fixed amounts of compensation under a retirement plan (including deferred compensation) for prior service with the Company (provided that such compensation is not contingent in any way on continued service); or

- a director who is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company, unless the Board determines that such affiliation would not impair the director's judgment as a member of the Compensation Committee.

RESPONSIBILITIES

The following duties, responsibilities, and functions are set forth as a guide to the Compensation Committee's activities in fulfilling its purpose, with the understanding that the Compensation Committee may undertake other and/or different activities, and that the Compensation Committee's activities may diverge from those described below, as appropriate under the circumstances, but in all cases consistent with applicable Nasdaq requirements and applicable law. The Compensation Committee may establish policies and procedures from time to time that it deems necessary or advisable in fulfilling its responsibilities, which include the following:

COMPENSATION PRACTICES AND POLICIES

- Review Executive Officer compensation practices and policies of the Company to help ensure they provide appropriate motivation for corporate performance and increased stockholder value over the long term and otherwise comply with the federal securities laws, rules and regulations and the rules and regulations of any national securities exchange upon which the Company's common stock is listed.

- Oversee the administration (or provide for the administration) of the Company's equity-based, incentive, deferred and other compensation programs, and determine (or provide for the determination of) the employees and directors who will receive awards and the size of those awards under such programs.

- Recommend to the Board for its consideration and determination the adoption, amendment or termination of equity-based, incentive, deferred and other compensation plans for Executive Officers and directors of the Company (and any other equity-based plans for other employees of the Company).

- Review the CD&A, discuss it with management, and recommend to the Board the inclusion of it in the Company's proxy statement and incorporation by reference into the Annual Report on Form 10-K.

- Oversee the (i) submission to stockholders of executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, (ii) engagement with proxy advisory firms and other stockholder groups on executive compensation matters, and (iii) review of the results of such advisory votes and consider any implications for the Company's Executive Officer compensation program.

- Review and evaluate the Company's overall compensation philosophy and, through an

annual compensation risk assessment, provide input to management on whether the Company's compensation arrangements incentivize unnecessary and/or excessive risk taking.

- Oversee the stock ownership guidelines applicable to non-employee directors and Executive Officers.

- Oversee the administration of the Company's clawback policies, if any, and review and approve, or recommend to the Board, changes in any such policies from time to time as appropriate.

EXECUTIVE OFFICER COMPENSATION

- Periodically review the executive compensation practices (including those for the chief executive officer) of comparable companies.

- Review and recommend to the Board for its consideration and determination the annual corporate and individual goals and objectives for the Chief Executive Officer.

- Review the Chief Executive Officer's performance against such goals and objectives with the independent Directors and communicate the Board's evaluation to the Chief Executive Officer.

- Annually review and recommend to the Board for its consideration and determination (i) the annual base salary, (ii) annual incentive plan compensation, (iii) awards under the Company's equity-based compensation programs, and (iv) other forms of compensation, for the Executive Officers. The Chief Executive Officer may not be present during any Compensation Committee deliberations or voting relating to the Chief Executive Officer's compensation.

- Recommend to the Board for its consideration and determination any employment agreements, severance arrangements, change-in-control arrangements and any special or supplemental benefits for the Executive Officers.

- Establish and certify the satisfaction of performance goals for performance-based compensation for Executive Officers as may be required under tax or other applicable law.

- Review stockholder proposals relating to executive compensation matters and recommend to the Board the Company's response to such proposals.

DIRECTOR COMPENSATION

- Periodically review the director compensation practices of comparable companies.

- Review and recommend to the Board for its consideration and determination the annual retainer, committee chairman fees, deferred compensation and any other forms

of Director compensation.

- Determine the awards to be granted to the Directors under the equity-based compensation plans of the Company.

HUMAN CAPITAL MANAGEMENT

The Compensation Committee along with the Chairman and the Lead Director (if applicable) will:

- Annually review the Company's human capital management strategy and programs including organizational structure, leadership succession, talent pipeline development and culture initiatives.

- Periodically report to the Board regarding human capital management matters.

GENERAL

MEETINGS

The Compensation Committee shall meet as often as may be deemed necessary or appropriate, generally at least twice annually, and more frequently as circumstances dictate. The Compensation Committee may ask members of management, consultants and other advisors to attend meetings and provide pertinent information as necessary or advisable. A majority of the members of the Compensation Committee shall constitute a quorum. A majority of the Compensation Committee members present (assuming such quorum exists) shall decide any matter brought before the Compensation Committee.

RESOURCES AND AUTHORITY OF THE COMPENSATION COMMITTEE

The Compensation Committee will:

- Have sole authority, without full Board action, to retain, terminate and obtain advice from compensation consultants, independent legal counsel and other advisors to the Compensation Committee.

- Be directly responsible for the appointment, compensation and oversight of the work of any such advisors retained by the Compensation Committee.

- Consider the factors listed in Exchange Act Rule 10C-1(b)(4)(i) – (vi) before selecting, or receiving advice from, a compensation consultant, legal counsel (other than in-house legal counsel) or other advisor, other than any compensation consultant, independent legal counsel or other advisor who: (a) consults on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of Executive Officers or Directors of the Company, and that is available generally to all salaried employees; or (b) provides information that either is not customized for a particular issuer or that is customized based on parameters that are not developed by

the compensation consultant, independent legal counsel or other advisor and about which the compensation consultant, independent legal counsel or other advisor does not provide advice.

- Receive appropriate funding (as determined by the Compensation Committee) from the Company for payment of reasonable compensation to any such advisors retained by the Compensation Committee.

REPORTING TO THE BOARD OF DIRECTORS

The Compensation Committee shall report its actions and any recommendations to the Board of Directors on a regular basis.

REVIEW OF CHARTER

The Compensation Committee shall review and reassess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval.

REVIEW OF COMMITTEE PERFORMANCE

The Compensation Committee shall annually conduct an evaluation of its performance.

As approved October 23, 2026